

Module 4: Creating a Health Organizational Climate

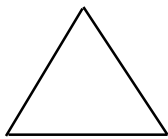
Handout M: What Do the Shapes Mean?⁸

Square:



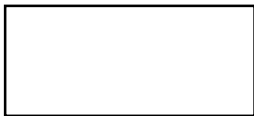
Good at following rules
Organized
Every pencil in place in the office
Likes things in writing
Tends toward solitary pursuits

Triangle:



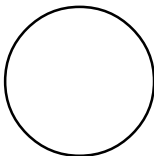
Organized and systematic
Likes to do the "right" thing
Good at politics
Can get overcommitted and burn out
Decisive and ambitious
A power player

Rectangle:



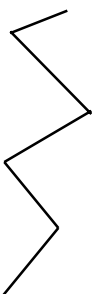
A shape in transition, thinking of making major life change
Creative, open to suggestions, loves ideas and opportunities
Sometimes appears scattered
Speaks what is on his or her mind
Not time-conscious

Circle:



People lover and pleaser of others
Tries to avoid conflict or hurting anyone's feelings
Good at talking with people
Puts others' needs first
Office is home-like and comfortable
Good cook and likes to socialize

Squiggle:



Creative, wants excitement
Procrastinates routine work, then zooms to get things done
Has a short attention span and hates routine
Artistic and dramatic
Spontaneous
Talks quickly

⁸ Adapted from: Susan Dellinger, *Psycho-Geometrics*, (Englewood Cliffs, N.J.: Prentice Hall, 1990).